

# DISABILITY EMPLOYMENT CHARTER

Pro-active recruitment methods will encourage applications from and the employment of people with a disability.

All disabled applicants who meet the minimum selection criteria for a role will be interviewed.

The college will:

- Promote an inclusive environment ensuring disabled people are treated as individuals and receive equal treatment.
- Promote a work environment where individuals are treated with respect.
- Provide opportunities and support for all to fulfil their potential.
- Promote positive attitudes towards staff with disabilities ensuring that disability equality is embedded within the culture.

The college will ensure that the working environment does not prevent people from taking up a position for which they are suitably qualified/experienced.

Employees with a disability will have the same opportunity as others to develop their full potential within the college. To support this, career counselling will be offered and training activities sourced to support individuals Personal Development Plans.

Support will be given to any employees who acquire a disability, enabling them to maintain or return to a role appropriate to their experience and ability within the college.

Disability awareness raising and staff development activities will be undertaken throughout the college, including offering work experience placements.

The college sets improvement targets and impact measures and monitors its progress in implementing the Charter reporting annually.